

ONEIDA NATION OF THE THAMES

ONEIDA ADMINISTRATION OFFICE
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SOUTHWOLD, ONTARIO
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TELEPHONE: (519) 652-3244

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JOB POSTING

Position: Customary Care Support Worker
Term: Permanent Full-Time
Department: Child and Family Services
Division: Community and Social Services
Salary: Competitive salary range
Hours: 35 hours per week, Monday to Friday, 8:30a.m. to 4:30p.m., must be flexible to align work schedule with program requirements which will include some evenings, weekends, and statutory holidays

Posting Date: February 6, 2026

Closing Date: February 20, 2026, at 4:30p.m.

JOB SUMMARY:

The **Customary Care Support Worker** advocates for the best interests of children, youth, and caregivers of Oneida Nation of the Thames. The position supports the development and implementation of Customary Care practices for families in need and ensures that participants in the Customary Care program—through formal or informal agreements—are informed of their legal and inherent rights, treated with fairness and respect, and provided with culturally relevant services, resources, training, and support in alignment with the vision, mission, and values of Oneida Nation of the Thames.

The role safeguards the rights of children, youth, and families to their culture and community by advocating for and implementing care approaches grounded in Haudenosaunee culture and community-developed standards. The position supports the safety and wellbeing of children and promotes opportunities for them to be raised within their community, surrounded by family and a circle of support.

The Customary Care Support Worker is accountable for service documentation, outcome tracking, and reporting on program effectiveness. The role provides guidance to families and caregivers, supports transition planning for children, and maintains strict confidentiality while adhering to professional and ethical standards.

EDUCATION:

1. Bachelor's Degree in Social Work is preferred.
2. Candidates with a Post-Secondary Diploma in Social Service Worker or those with equivalent or related educational qualifications may also be considered.

EXPERIENCE:

1. Minimum of two (2) years of experience in child welfare, social services, or a related field.
2. Experience supporting First Nations children, youth, and families is required.
3. Demonstrated knowledge and understanding of Oneida culture and history is required.
4. Strong knowledge of federal legislation, including An Act Respecting First Nations, Inuit, and Métis Children, Youth and Families, is required.
5. A Valid Class "G" Ontario Driver's License and use of company vehicle is required.

MANDATORY DOCUMENTATION WITH APPLICATION:

1. A cover letter addressing the qualifications listed above **must** be included with your application.
2. Resume.

REQUIREMENTS PRIOR TO STARTING EMPLOYMENT:

1. The successful candidate must submit a Vulnerable Sector Check (completed within a 30-day timeframe), **at their own expense**.
2. The successful candidate must submit a copy of valid Class "G" driver's license and a driver abstract (completed within a 30-day timeframe), **at their own expense**.
3. The successful candidate must submit a copy of applicable educational qualifications (certificates, diplomas, degrees, etc.).

Submit all mandatory documentation to hr.recruitment@oneida.on.ca.

- Late applications will not be accepted.
- All applications will be screened according to the above qualifications, including a full and complete application as requested.
- **Only those selected for interviews will be contacted.**
- A registered member of a First Nation as per Section 16(1) of the Human Rights Act, is preferred.
- Oneida Nation is committed to workplace diversity and provides accommodations to applicants with disabilities throughout our hiring process. If you require accommodations, please contact Human Resources.

To request a full job profile, contact the Human Resources Department at 519-652-3244 ext. 827 or by email hr.recruitment@oneida.on.ca.